

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH

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TRAVEL AND SUBSISTENCE PROVISION

FOR

MODULAR FURNITURE INSTALLER (CARPENTER)

IN

IMPERIAL, INYO, KERN, LOS ANGELES, MONO, ORANGE,
RIVERSIDE, SAN BERNARDINO, SAN DIEGO, SAN LUIS OBISPO,
SANTA BARBARA, AND VENTURA COUNTIES

MEMORANDUM AGREEMENT

BETWEEN

**OFFICE MODULAR FURNITURE SYSTEMS INSTALLATION CONTRACTORS
FOR SOUTHERN CALIFORNIA**

AND

**SOUTHERN CALIFORNIA CONFERENCE
OF CARPENTERS**

2002-2004

5. GENERAL PROVISIONS

- a. There shall be free movement of men from job to job within the Twelve Southern California Counties.
- b. When ordering workers, the Contractors will give notice to the Union not later than 2:30 p.m. of the day prior (Monday through Friday). If the Union is unable to supply men within 48 hours, then the Contractor may hire from any source, provided the Union is notified of such new hires and they receive a work referral prior to going to work.
- c. Contractors shall have complete freedom of selectivity in hiring. The first five (5) days of employment of any employee shall be a probationary period during which time any termination will not be challenged, excluding union activities. No employee shall be discharged or discriminated against for activities in behalf of, or in representation of the Union. Any discharge may be subject to the grievance procedure.
- d. All Foremen not herein separately classified shall be paid not less than \$1.50 per hour more than the hourly rate of the highest classification under his supervision.
- e. Starting Time: An early or late starting time shall be granted the Contractor for both warehouse and jobsite operations when circumstances warrant and the Union is notified.
- f. The employer may establish a ten (10) hour, four day regular work week for a specific job requirement.
- g. Job Travel: Installation employees shall travel to and from the jobsite on their own time and by means of their own transportation. Employees shall be paid for travel time from job to job, shop to job, and/or job to shop. Travel time shall be paid at the straight time rate.
- h. Tools and Equipment: All hand tools will be furnished by the employee for personal use during the period of employment with the Contractor. These tools shall be maintained by the employee in good working order. Any additional power tools and/or equipment (cords, ladders, etc.) will be issued to the employee by the Contractor.
- i. Ratios: The ratios on classifications on employees shall be determined by the requirements of the job.
- j. Carpenter Steward: In conjunction with Article VII of the Master Labor Agreement, the carpenter Steward, if any, shall be a working employee, covered by this agreement, appointed by the Union. The Union shall notify the Employer in writing of the name of the Carpenter Steward.

When necessary, certain jobsites may require a designated steward for the duration of the job. The Union may also appoint a Regional Steward who will have continuous company-wide responsibilities that promote harmony between the Union and the Employer. The Regional Steward shall remain with the employer from job to job as long as there is work available which he is capable of performing. The Steward shall be allowed sufficient time to conduct regular Union business related to the terms of this Agreement. The Steward shall not be terminated or denied overtime